

Exhibit 300: Capital Asset Summary

Part I: Summary Information And Justification (All Capital Assets)

Section A: Overview & Summary Information

Date Investment First Submitted: 2009-06-30
Date of Last Change to Activities: 2012-01-31
Investment Auto Submission Date: 2012-02-24
Date of Last Investment Detail Update: 2012-02-24
Date of Last Exhibit 300A Update: 2012-07-23
Date of Last Revision: 2012-06-28

Agency: 009 - Department of Health and Human Services **Bureau:** 90 - Departmental Management

Investment Part Code: 01

Investment Category: 00 - Agency Investments

1. Name of this Investment: OS ASA Enterprise Human Resources and Personnel (EHRP)

2. Unique Investment Identifier (Ull): 009-000003888

Section B: Investment Detail

- 1. Provide a brief summary of the investment, including a brief description of the related benefit to the mission delivery and management support areas, and the primary beneficiary(ies) of the investment. Include an explanation of any dependencies between this investment and other investments.**

This investment supports the operations and maintenance of enterprise human resource management applications at HHS that enable HR and payroll processing, time and attendance and HR reporting for the Department and its component agencies. HHS Program Support Center (PSC) implemented the Commercial off the Shelf (COTS) Federal PeopleSoft Human Resources Management System (HRMS) 8.01 in 2002 (upgraded to version 8.9 in 2008). A COTS product utilizing current web-based technology, the Enterprise Human Resource and Planning (EHRP) system is an enterprise solution for HR processing that directly supports two portions of the President's Management Agenda: Strategic Management of Human Capital, and Expanded Electronic Government. The EHRP electronically processes and approves personnel actions, produces SF-50s, and executes payroll processing by providing data to the HHS payroll provider, DFAS for all HHS operating divisions (OpDivs). It also offers the Human Resources community desktop access to workforce demographic information that is used for strategic planning purposes. In support of e-gov initiatives and the President's Mgmt Agenda, electronic interfaces are provided to OPM for the EHRI and eOPF systems. Internal interfaces support Departmental initiatives, such as eWITS and Learning Management System. EHRP also interfaces to the HHS time and attendance system, ITAS. EHRP serves as the major systems platform in the HHS enterprise architecture for the Human Resources function. The integrated EHRP solution serves as the

basis of the HHS HR LOB. The scope of this investment incorporates O&M support of the EHRP COTS application, the ITAS time and attendance application, the Business Intelligence Information System reporting application, the EWITS workflow application and all associated interfaces. BY11 funds for operations and maintenance support routine change request management, configuration management, infrastructure support, and help desk support, amongst other activities.

2. How does this investment close in part or in whole any identified performance gap in support of the mission delivery and management support areas? Include an assessment of the program impact if this investment isn't fully funded.

Investment is fully funded. Current upgrade for peoplesoft HRM is in requirements phase. Any performance gaps are under analysis and being assessed for any business impact. Non expected at this time. This investment is a mission critical Operation and Maintenance function that supports the end to end HR strategy within HHS. If this investment is not fully funded there would be a high risk to HR operations, business continuity and support of the HHS employee base for HR lifecycle activities.

3. Provide a list of this investment's accomplishments in the prior year (PY), including projects or useful components/project segments completed, new functionality added, or operational efficiency achieved.

Major investment accomplishments include: OS ASA Enterprise Human Resources and Personnel (EHRP) EHRP O&M: o Operational performance metrics were successfully accomplished o Audits successfully completed o Year End Activity completed EHRP Upgrade: o Phase I- 90 day project through September 30 to develop high-level requirements for EPLC approval in order to proceed with upgrade o Status: HR business processes have been defined and HR business requirements have been documented ITAS: o All ITAS instances have been upgraded to version PR19.0.2.1 o ITAS Supplement patch has been applied to remedy an issue with supplements being dropped EWITS: o Cutover to the new environment is planned for completion by September 30 BIIS: o BIIS successfully transitioned from CIT to Triple-I on August 20 o BIIS C&A has been updated to reflect new infrastructure changes o BIIS web based training completed.

4. Provide a list of planned accomplishments for current year (CY) and budget year (BY).

Delivery of advanced reporting functionality and consolidation under uniform infrastructure model. Planned upgrade to peoplesoft 9.1 (pending funding approval) in FY 2012. Key activities include: OS ASA Enterprise Human Resources and Personnel (EHRP) EHRP O&M: o CFC paperless deductions for the National Capital Area completed Electronic transactions will be accepted by EHRP o e-OPF data validation project completion o Completion of auto-resend capability o Completion of MainFrame function reimplementation initiative o FISMA and A-123 Audits o Year End o Establishment of EHRP strategic governance structure o Completion of E2E strategy o Setup of EHRP development environment at Triple-I EHRP Upgrade: o Complete Implementation Procurement o Begin Design and Implementation of PeopleSoft 9.1 HRM functionality . ITAS: o ITAS-DFAS bidirectional interface project completion o ITAS-AMS integration project is underway CMS to go live on January 7, and IHS, OS, other OPDIVS on

January 21 EWITS: o Complete EWITS installation at Triple-I and approved C&A o Cutover to the new environment is planned for completion by September 30 BIIS: o BIIS new report development, deployment and web based training Multiple consolidation initiatives started in FY12 will complete with Mainframe consolidation and migration of multiple system components to a more cost effective infrastructure saving over 50%. We are currently reviewing OCIO "Cloud Computing" guidance to validate if the current configuration meets the Department's "Cloud" criteria.

- 5. Provide the date of the Charter establishing the required Integrated Program Team (IPT) for this investment. An IPT must always include, but is not limited to: a qualified fully-dedicated IT program manager, a contract specialist, an information technology specialist, a security specialist and a business process owner before OMB will approve this program investment budget. IT Program Manager, Business Process Owner and Contract Specialist must be Government Employees.**

2011-06-30

Section C: Summary of Funding (Budget Authority for Capital Assets)

1.

Table I.C.1 Summary of Funding

	PY-1 & Prior	PY 2011	CY 2012	BY 2013
Planning Costs:	\$21.1	\$0.3	\$0.0	\$0.0
DME (Excluding Planning) Costs:	\$10.8	\$0.3	\$0.6	\$4.0
DME (Including Planning) Govt. FTEs:	\$0.0	\$0.3	\$0.2	\$1.0
Sub-Total DME (Including Govt. FTE):	\$31.9	\$0.9	\$0.8	\$5.0
O & M Costs:	\$51.5	\$20.4	\$17.5	\$17.5
O & M Govt. FTEs:	\$11.5	\$6.8	\$7.2	\$7.2
Sub-Total O & M Costs (Including Govt. FTE):	\$63.0	\$27.2	\$24.7	\$24.7
Total Cost (Including Govt. FTE):	\$94.9	\$28.1	\$25.5	\$29.7
Total Govt. FTE costs:	\$11.5	\$7.1	\$7.4	\$8.2
# of FTE rep by costs:	95	58	58	58
Total change from prior year final President's Budget (\$)		\$0.0	\$-3.0	
Total change from prior year final President's Budget (%)		0.00%	-10.66%	

2. If the funding levels have changed from the FY 2012 President's Budget request for PY or CY, briefly explain those changes:

Summary of funding has changed from the FY 2011 request to support DME for one time hosting effort. The overall budget request did not change. Funds were added for FY 2016

Section D: Acquisition/Contract Strategy (All Capital Assets)

Table I.D.1 Contracts and Acquisition Strategy

Contract Type	EVM Required	Contracting Agency ID	Procurement Instrument Identifier (PIID)	Indefinite Delivery Vehicle (IDV) Reference ID	IDV Agency ID	Solicitation ID	Ultimate Contract Value (\$M)	Type	PBSA ?	Effective Date	Actual or Expected End Date
Awarded		HHSP2332010 EADBP									
Awarded		HHSP23320080 0522G									
Awarded		HHSP2332009 00047A									
Awarded		EOPFMAINT									
Awarded		HHSP2332010 EAD									
Awarded		HHSP23320110 0336G									
Awarded		HHSP2332011 0002WC									
Awarded		HHSP23320085 201SB/HHSP23 337001									
Awarded		HHSP23320110 0345G									
Awarded		HHSP23320110 0210G									
Awarded		HHSP23320110 0199G									

2. If earned value is not required or will not be a contract requirement for any of the contracts or task orders above, explain why:
 EHRP and all integrated systems are in steady-state and therefore no EVM is required. Contractors are required to report on performance metrics and monthly costs.

Exhibit 300B: Performance Measurement Report

Section A: General Information

Date of Last Change to Activities: 2012-01-31

Section B: Project Execution Data

Table II.B.1 Projects

Project ID	Project Name	Project Description	Project Start Date	Project Completion Date	Project Lifecycle Cost (\$M)
299161	EHRP Program Upgrade	This project is to upgrade several EHRP systems. These include the following systems: CapHR, BIIS, and ITAS. Upgrades include O&M development activities to support operations, audit and workforce management requirements.			
302401	EHRP PeopleSoft 9.1 Upgrade	The purpose of the HRESM EHRP PeopleSoft Enhancement project is to complete the following: <ul style="list-style-type: none"> Upgrade of EHRP from PeopleSoft Version 8.9 to PeopleSoft Enterprise 9.1 HCM Implementation of workflow manager Implementation of manager/employee self-service Implementation of position management Base implementation of the "Person Model" to accommodate employees only Any additional functionality beyond this scope, such as the full implementation of the "Person Model," will be			

Table II.B.1 Projects

Project ID	Project Name	Project Description	Project Start Date	Project Completion Date	Project Lifecycle Cost (\$M)
		implemented as separate projects and will follow the EPLC process. Workgroups consisting of OHR, OPDIV, and HRESM members will be established to discuss and gather detailed requirements for new functionality that may be implemented through these separate projects. In addition, a strategic goal of the HHS HR Business segment is to evolve the current HR federated model. Currently, there are redundant OPDIV supported HR services and a key business goal is to develop a department-centric enterprise model that supports consolidation of duplicative applications and operating models. As an initial step towards streamlining PSC's HR enterprise architecture, the following systems will be targeted for replacement within the scope of this project: - EWITS - 52 Central - HREPS - ATRD.			

Activity Summary

Roll-up of Information Provided in Lowest Level Child Activities

Project ID	Name	Total Cost of Project Activities (\$M)	End Point Schedule Variance (in days)	End Point Schedule Variance (%)	Cost Variance (\$M)	Cost Variance (%)	Total Planned Cost (\$M)	Count of Activities
299161	EHRP Program Upgrade							
302401	EHRP PeopleSoft 9.1 Upgrade							

Key Deliverables								
Project Name	Activity Name	Description	Planned Completion Date	Projected Completion Date	Actual Completion Date	Duration (in days)	Schedule Variance (in days)	Schedule Variance (%)
Key Deliverables								
Project Name	Activity Name	Description	Planned Completion Date	Projected Completion Date	Actual Completion Date	Duration (in days)	Schedule Variance (in days)	Schedule Variance (%)
302401	302401: Initiation (EPLC Phase)		2011-01-14	2011-01-14	2011-01-28	135	-14	-10.37%
302401	302401: Project Planning and Business Case Analysis		2011-01-26	2011-01-26	2011-01-26	117	0	0.00%
302401	302401: Complete Stage Gate Review (ITIRB)		2011-01-26	2011-01-26	2011-01-26	56	0	0.00%
299161	299161: ITAS AMS Initiation / Concept Planning		2011-08-31	2011-08-31	2011-08-31	30	0	0.00%
299161	299161: AR Initiation / Concept Planning		2011-09-15	2011-09-15	2011-09-15	14	0	0.00%
302401	302401: Complete High Level Requirements Gathering		2011-09-29	2011-09-29		90	-337	-374.44%
299161	299161: ITAS AMS Requirements Analysis and Design		2011-09-30	2011-09-30		29	-336	-1,158.62%
299161	299161: AR Requirements Analysis and Design		2011-09-30	2011-09-30		14	-336	-2,400.00%
302401	302401: Complete Enterprise Architecture Modeling		2011-12-20	2011-12-20		137	-255	-186.13%
302401	302401: Complete Procurement and Award Implementation Contract		2012-07-30	2012-07-30		343	-32	-9.33%

Section C: Operational Data

Table II.C.1 Performance Metrics

Metric Description	Unit of Measure	FEA Performance Measurement Category Mapping	Measurement Condition	Baseline	Target for PY	Actual for PY	Target for CY	Reporting Frequency
The Capital HR System will be available, excluding scheduled business/system maintenance and network outages	Percentage	Technology - Efficiency	Over target	95.000000	95.000000	100.000000	95.000000	Monthly
The Time & Attendance System will be available, excluding scheduled business/system maintenance and network outages.	Percentage	Technology - Efficiency	Over target	95.000000	95.000000	100.000000	95.000000	Monthly
Automated Standard Report requests will be delivered within 8 business hours of the established delivery time.	Percentage	Customer Results - Service Quality	Over target	98.000000	98.000000	98.000000	98.000000	Monthly
General Adhoc Report requests will be delivered within 8 business hours of the agreed delivery time upon the confirmed receipt of the customer's request.	Percentage	Customer Results - Timeliness and Responsiveness	Over target	95.000000	95.000000	98.000000	95.000000	Monthly
Critical Adhoc Report will be delivered within 4 business hours of the agreed delivery time upon the confirmed receipt of the customer's request.	Percentage	Customer Results - Timeliness and Responsiveness	Over target	95.000000	95.000000	98.000000	95.000000	Monthly
Help Desk tickets will	Percentage	Process and Activities	Over target	90.000000	90.000000	97.000000	90.000000	Monthly

Table II.C.1 Performance Metrics

Metric Description	Unit of Measure	FEA Performance Measurement Category Mapping	Measurement Condition	Baseline	Target for PY	Actual for PY	Target for CY	Reporting Frequency
be created within 3 business hours of receiving a call or e-mail		- Cycle Time and Timeliness						
Functionality satisfaction-System fulfills its intended purpose (features and capabilities)	Mean of total survey responses	Customer Results - Service Quality	Over target	3.000000	4.000000		4.000000	Semi-Annual
User Satisfaction with EHRP availability	Mean of total survey respnses	Customer Results - Customer Benefit	Over target	3.000000	4.000000		4.000000	Semi-Annual